

# TJX IRELAND 2022 GENDER PAY GAP STATEMENT



# INTRODUCTION

“At TJX, we’re proud of our culture of valuing difference and consider inclusion and diversity to be an important part of who we are. We’re passionate about creating an inclusive workplace where our associates feel **welcome** in the Company, **valued** for their perspectives and contributions, and **engaged** with our business mission to deliver great value to our customers every day.

We are firmly committed to pay equity and to creating a great place to work that provides attractive and accessible opportunities for our associates. At TJX in Ireland and our global parent company, The TJX Companies, Inc., we are proud to be an organisation in which women fulfil key roles across all job levels, both in our stores and in our offices.

We continue to pursue initiatives that we believe help enable all our associates to access opportunity and to be their best selves, from our dedicated wellbeing and women’s health strategy to flexible working practices and embedding inclusion and diversity in our recruitment and talent development processes. We are committed to inclusion and diversity and aim to continue to build on these programmes each year.”

**Sarah Lawrence**  
Group Director of HR, TJX Europe



# WHAT IS THE GENDER PAY GAP?

In line with the Irish Government's gender pay regulations, employers in Ireland with more than 250 employees must report their gender pay gap. It is important at the outset to clarify the difference between equal pay and the gender pay gap.

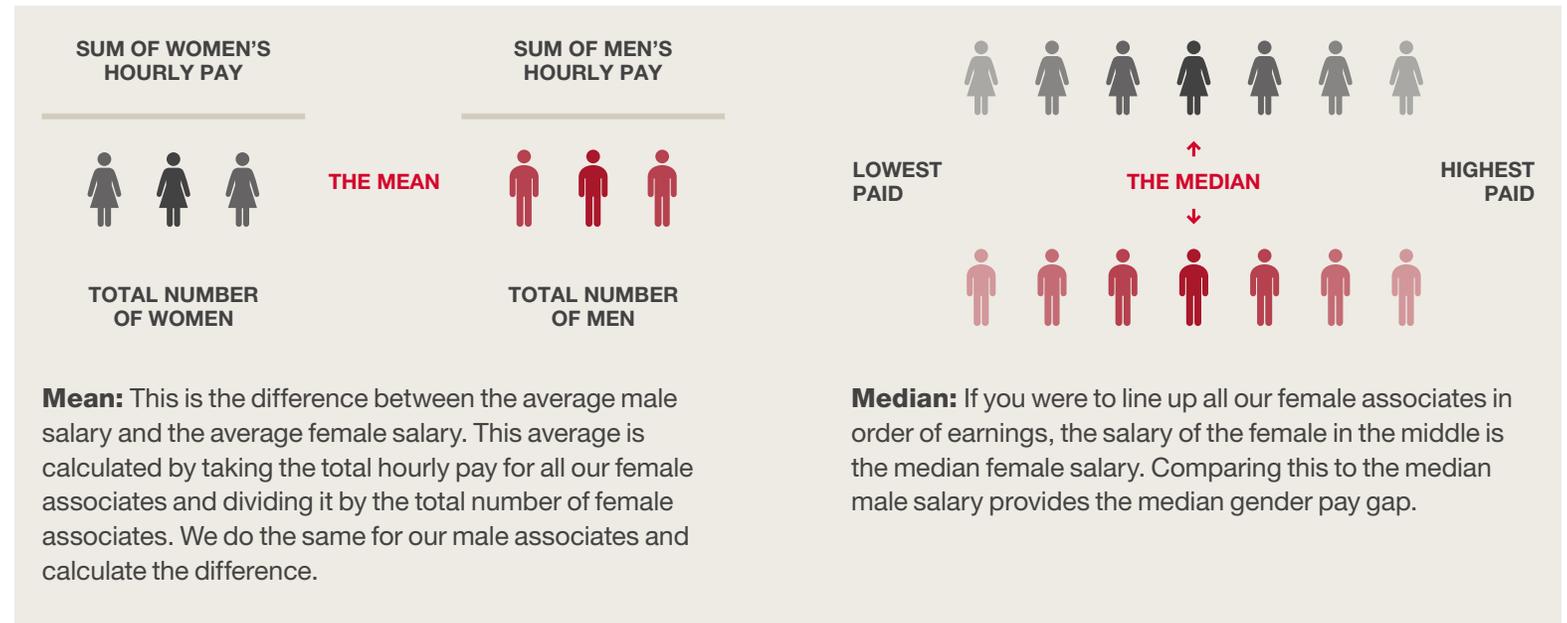
The principle of equal pay has been part of Irish law for many years and generally means that men and women in comparable positions receive the same pay for doing the same work. At TJX, we value and uphold this principle and are committed to the belief that individuals should be compensated competitively and equitably based on their role and skills.

**Equal pay** means that men and women in comparable positions receive the same pay for doing the same work.

**A gender pay gap** measures the difference in the average hourly pay of men and women across *all* roles regardless of the nature of their work.

# HOW DO WE CALCULATE THE GENDER PAY GAP?

As required by the reporting regulations, we report on the mean and median gender pay gap.



The same methodology is used to calculate the bonus gap between males and females.

This gender pay gap report is a snapshot of our associate population and their pay rates on **24 June 2022**. It includes full-time, part-time, and temporary associates as per the reporting regulations in Ireland.

# WHAT IS THE TJX IRELAND GENDER PAY GAP?

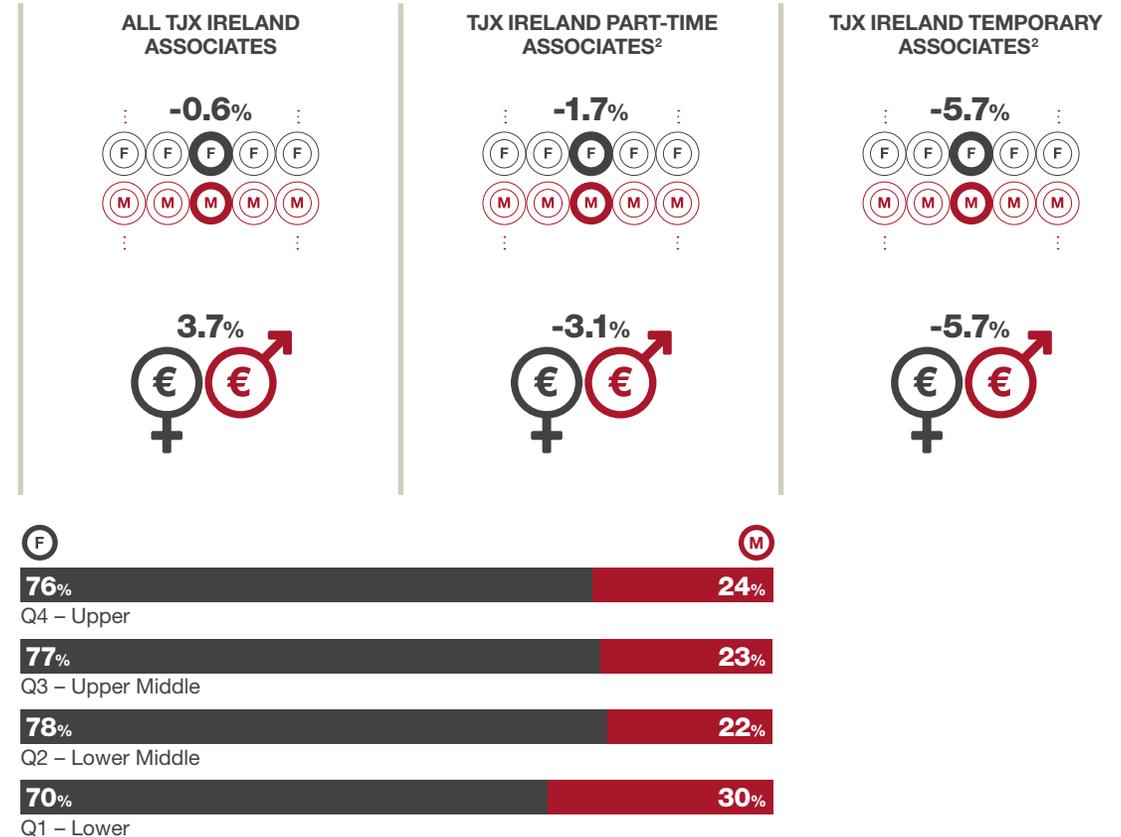
On the snapshot date, our mean gender pay gap in Ireland was **3.7%**, while our median gap was **-0.6%** in favour of women.

We employ over 1400 associates in Ireland<sup>1</sup> and over 90% work in our stores. There is a substantially higher representation of female associates at every level of our organisation in Ireland, and we believe that the difference in the proportion of males and females within certain job functions influences our gender pay calculations.

**MEDIAN GENDER PAY GAP**

**MEAN GENDER PAY GAP**

**QUARTILE PAY BANDS BY GENDER**



<sup>1</sup> TJX Ireland Annual Report for Y/E 29 Jan 2022

<sup>2</sup> Under the gender pay gap reporting regulations in Ireland, a part-time associate is considered to be any associate who is contracted to work less than “normal working hours”, which for TJX Ireland is 37.5 hours per week. A temporary associate is considered to be any associate with a contract that contains a specific end date.



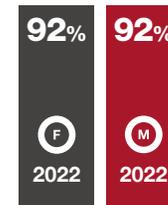
# TJX IRELAND GENDER BONUS GAP

Our bonus and reward programmes are multi-faceted and founded on the principles of teamwork and achievement of our overall business goals rather than individual performance or manager discretion.

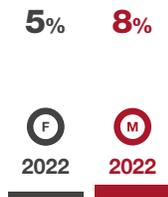
In the 12 months ending in June 2022, we were pleased to award bonuses to the vast majority of our associates in Ireland, representing **92%** of both of our male and female associate populations. This included discretionary appreciation bonuses in 2021 for store associates who did not have the opportunity to work from home during the COVID-19 pandemic and whose jobs required them to physically go into a work location.

On the snapshot date, the mean bonus gap was **11.2%** and the median gap was **-25.3%** in favour of women. We believe that the relatively small proportion of male associates in our Irish organisation affects the bonus gap calculations.

**% OF ASSOCIATES, BY GENDER, RECEIVING A BONUS IN 2022<sup>3</sup>**



**% OF ASSOCIATES, BY GENDER, RECEIVING BENEFITS IN KIND IN 2022<sup>3</sup>**



**MEAN GENDER BONUS GAP IN 2022**



2022  
**11.2%**

**MEDIAN GENDER BONUS GAP IN 2022**



2022  
**-25.3%**

<sup>3</sup> Under the gender pay gap regulations in Ireland, a benefit in kind includes any non-cash benefit of monetary value provided to an employee. For TJX Ireland, this includes the provision of a company car, voluntary health insurance and stock options.

# INCLUSION AND DIVERSITY AT TJX

TJX in Ireland is part of a global business that values inclusion and diversity. As a large, complex, and global business, The TJX Companies, Inc. believes it is important that our workforce reflects the diversity of our customers and the communities we serve. We know it is important to attract and retain talent within our organisation and recognise that a diverse associate base helps make us a stronger company.

Women are an important part of our workplace diversity, and we are proud of the strong representation of women across our organisation, and throughout management and senior management levels.

Globally in The TJX Companies, Inc., women make up 77% of the total workforce and they hold 68% of our managerial positions, defined as Assistant Store Manager (or equivalent) and above. Further, women are strongly represented in our more senior positions across the company, with women comprising 47% of Vice President and above positions. 80% of promotions globally were earned by women in Fiscal Year 2022<sup>4</sup>.

<sup>4</sup>Statistics cited in this section are for TJX's Fiscal Year 2022, which ended 29 January 2022



# KEY ACTIONS

Inclusion and diversity have long been a priority at TJX, and we continue to listen to our associates and identify actions and initiatives that could create positive change. This section provides a few recent examples of these ongoing actions.

# EMPOWERING OUR ASSOCIATES

- / We have created a dedicated inclusion and diversity (I&D) team within our business to inform and provide input on the vision and direction for I&D within TJX Europe. An **I&D Council**, made up of associates from across the European business, has also been formed to facilitate associate feedback and provide opportunities to input into the strategy.
- / In certain areas of our TJX Europe operations, we have also launched a trial of seven **Associate Resource Groups (ARGs)** which are voluntary, associate-driven groups who work closely with the inclusion and diversity team to help foster a diverse and inclusive workplace. These include two Women's ARGs, as well as groups dedicated to Wellbeing, Disability and Black, Asian, and LGBTQ+ experiences.



**Inga**, I&D Council Member and Assistant Manager, TK Maxx Ireland

*"I'm proud to be a member of the I&D Council and to be part of such a diverse group of people from all different functions across Europe. My role is to represent the experience of our store associates, to offer insights to the business and to highlight opportunities to build on our culture of inclusion even more.*

*As a mother, it's also important for me to represent the experience of parents, particularly around the importance of flexible working and work-life balance. For me, it's about having access to opportunities and helping to ensure everyone feels welcome, included, and able to be themselves in the workplace.*

*An important learning for me from my involvement in the I&D Council has been the cultural differences between our locations in Europe and the sensitivity and flexibility that accompanies any change we hope to introduce. Small changes can make a huge difference."*



# RECRUITMENT AND TALENT DEVELOPMENT

Inclusion and diversity are areas of continuous focus in both our recruitment and talent development processes at The TJX Companies, Inc. and within our TJX Europe operations.

- / Globally, we use a **text-analytics tool** to review the language used across our recruitment content and performance management systems from an inclusion perspective.
- / We have also introduced online screening for store associate candidates to help facilitate fair and objective recruitment processes.
- / We aim to equip our associates with the tools and support, both formal and informal, to further enhance a culture of inclusion. We have expanded our global '**Leadership Competencies and Cultural Factors**', which help express TJX's values and promote consistency in leadership

development, to include a new leadership competency and cultural factor focused on inclusion-based values and behaviours. By adding this focus, we aim to formalise inclusion as a foundational value that represents who we are as a company and how we expect our leaders and associates to show up every day.

- / We run training across the business in inclusive leadership behaviours, including understanding and overcoming unconscious bias and fostering inclusive and transparent talent feedback.

# FLEXIBLE WORKING

- / In our stores in Ireland, we have rolled out new technology that enables dynamic shift swapping, designed to offer more transparency and flexibility.
- / In addition, throughout our offices in Europe, we promote a flexible working model to support the balance of work and personal needs. Our flexible working principles, including core hours and agile working, allow the majority of our office-based associates to flex their working hours and location in a way that balances their personal and work needs and promotes associate wellbeing.

# HEALTH AND WELLBEING

- / We have developed a dedicated **women's health strategy** at TJX Europe, focused on providing support for women's health issues, including menopause and baby loss. The programme is designed to increase awareness, provide supporting policies and resources, upskill our managers and further promote gender equality within our business.
- / For example, as part of this strategy, we recently launched a new **menopause policy** in Ireland and the UK, setting out the support available to associates experiencing menopause symptoms, as well as information and resources for managers and colleagues. We have also signed Wellbeing of Women's Menopause Workplace Pledge and partnered with Henpicked and Menopause in the Workplace to offer dedicated resources and expertise to our associates.
- / In Ireland, we partner with **Unmind** and the **Retail Trust** to offer wellbeing support around a number of topics, including women's health, managing stress, building confidence and positive parenting. We

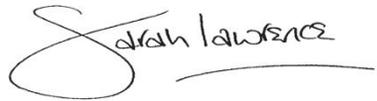
offer regular webinars to promote health and wellbeing amongst our associates, featuring guest speakers and covering topics including gut health, sleep and more.



# OUR CONTINUED COMMITMENT

A passion for inclusion and diversity remains at the heart of our business. We are firmly committed to continuing to provide attractive and accessible opportunities to help our associates in Ireland fulfil their potential and plan to continue to explore initiatives which further this aim.

This statement confirms that the published information is materially accurate at the time of publishing and is signed by Sarah Lawrence, Group Director of HR, TJX Europe and David L. Averill, Company Director of TJX UK.



**Sarah Lawrence**  
TJX Europe, Group Director of HR



**David L. Averill**  
Director of TJX Ireland Unlimited Company



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